

£50 A SMALL PRICE TO PAY FOR PEOPLE MANAGEMENT PRODUCT THAT HELPS SMALL BUSINESSES WORK SMARTER

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Small companies now have access to a new personnel management tool that can help them run their business more effectively, increase productivity and improve their opportunities to ride out the economic downturn.

Youmanage has launched a small business edition of its very successful online HR toolkit with prices that start at just £50 a month, bringing it into the range of a large number of new companies for the first time.

Small businesses are being particularly hard hit by the credit crunch at the moment and the new product will be especially helpful to those without in-house HR expertise as it provides guidance on all aspects of employee management as well as a core database that holds a raft of key information about staff and their work profile.

Access to the key aspects of employee management at the click of a mouse could be crucial to survival as companies try to find ways of working smarter and to make their people more productive.

The Youmanage toolkit for small business includes an absence and holiday module, which enables managers to record absences, timekeeping events, time-off-in-lieu and holidays. It also contains automated processes and prompts to ensure users comply with all relevant company policies and regulations (e.g. self-certification or doctor's certification), guidance on how to handle absenteeism, which costs a company an average of £666 per employee per year (CIPD survey), and enables managers to quickly and easily access detailed absence information or summary metrics, allowing problem areas to be quickly identified. The product also comes with a full set of guidance and company bespoke letter templates.

At an extra cost, companies can also choose to add a discipline and grievance module that takes managers through a disciplinary situation and shows them how to handle it in a way that complies with the law. When the average cost of an industrial tribunal is £15,000, a monthly outlay of £50 represents very good value, not to mention the many other benefits the online resource provides.

Youmanage says that as well as making day-to-day employee management simpler and more visible by walking managers through processes step by step and effectively managing starters and leavers, its small business product can be of great benefit if the question of redundancy arises, by ensuring that decisions can be made objectively based on hard data relating to an employee's performance or absence record.

"Many managers in small businesses that have no HR resource are expected to include people management amongst their many roles, which although important can distract from their core duties and responsibilities," says Phil Brown, Youmanage Managing Director.

"Now, and at low cost, they can have something that gives them access to employee records and HR expertise at the click of a mouse, which will enable them to run the business more efficiently and won't take up too much of their time.

"I believe our small business product has the potential to make a huge difference to the way small

companies are managed. The concept is already proven and many larger companies are benefiting from using the Youmanage HR toolkit. Now it's the turn of the smaller enterprise and I believe they will be quick to spot the value on offer. At as little as £50 per month this has got to be the best deal going," he adds.

Editor's note: For further information contact Century Public Relations (Tel: 024 7622 8881).